

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
--	---	---

Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☐ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan SYNERGY SPECIALISTS MEDICAL GROUP, INC. 401(K) PLAN	1b	Three-digit plan number (PN) ▶ 001
		1c	Effective date of plan 01/01/2013
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SYNERGY ORTHOPEDIC SPECIALISTS, INC. 4445 EASTGATE MALL SUITE 105 SAN DIEGO, CA 92121	2b	Employer Identification Number (EIN) 45-5215138
		2c	Plan Sponsor's telephone number 858-412-6080
		2d	Business code (see instructions) 621111

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	05/30/2024	TAL DAVID
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 192
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 127 6a(2) 133 6b 0 6c 83 6d 216 6e 1 6f 217 6g 161 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☐ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ 0 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan SYNERGY SPECIALISTS MEDICAL GROUP, INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SYNERGY ORTHOPEDIC SPECIALISTS, INC.	D Employer Identification Number (EIN) 45-5215138	

Part I	Service Provider Information (see instructions)
--------	---

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☐ Yes ☒ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
--

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ADAPTIVE FINANCIAL CONSULTING

46-3259931

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	15578	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	15122	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>SYNERGY SPECIALISTS MEDICAL GROUP, INC. 401(K) PLAN</u>		B Three-digit plan number (PN) <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SYNERGY ORTHOPEDIC SPECIALISTS, INC.</u>		D Employer Identification Number (EIN) <u>45-5215138</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	64669	39769
(2) Participant contributions.....	1b(2)	15717	0
(3) Other.....	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	57975	75520
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common.....	1c(4)(B)	56372	9027
(5) Partnership/joint venture interests.....	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants).....	1c(7)	0	0
(8) Participant loans.....	1c(8)	4664	8726
(9) Value of interest in common/collective trusts.....	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	4439123	3731089
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	4638520	3864131

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	2420
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	2420

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	4638520	3861711
---	-----------	---------	---------

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	253500	
(B) Participants	2a(1)(B)	443183	
(C) Others (including rollovers)	2a(1)(C)	2747	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		699430
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1033	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	482	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1515
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	82095	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		82095
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	5482	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	18260	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-12778
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	-29126	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-29126

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-850331
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		-109195
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	636914	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		636914
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	15122	
(2) Contract administrator fees	2i(2)	15578	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		30700
j Total expenses. Add all expense amounts in column (b) and enter total	2j		667614
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-776809
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **CONSIDINE & CONSIDINE**

(2) EIN: **95-2694444**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a	X		113435

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

**SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021**

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN

	<u>Pages</u>
I Index	1
II Independent auditor's report	2 – 5
III Statements of net assets available for benefits	6
IV Statements of changes in net assets available for benefits	7
V Notes to the financial statements	8 – 16
VI Required supplemental information:	
- Schedule H, line 4i – schedules of assets (held at end of year)	17 – 19
- Schedule H, line 4a – schedule of delinquent participant contributions	20

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
Synergy Specialists Medical Group 401(k) Plan

Scope and Nature of the ERISA Section 103(a)(3)(c) Audit

We have performed audits of the accompanying financial statements of Synergy Specialists Medical Group 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Synergy Specialists Medical Group 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of, and for the years ended December 31, 2022 and 2021, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section—

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Synergy Specialists Medical Group 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in aggregate, that raise substantial doubt about Synergy Specialists Medical Group 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Synergy Specialists Medical Group 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Synergy Specialists Medical Group 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

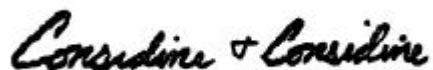
Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at the end of the year) and the schedule of delinquent participant contributions are as of December 31, 2022 presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).



CONSIDINE & CONSIDINE
An accountancy corporation

March 31, 2024

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2022 AND 2021

Page 6

	<u>2022</u>	<u>2021</u>
ASSETS		
INVESTMENTS AT FAIR VALUE (note 5)	\$ 3,815,635	\$ 4,553,470
RECEIVABLES		
Employer contributions	39,769	64,669
Participant contributions	-	15,717
Notes receivable from participants	8,726	4,664
	<u>48,495</u>	<u>85,050</u>
TOTAL ASSETS	3,864,130	4,638,520
LIABILITIES		
Due to Participant	-	43
Due from Plan	2,420	10,778
	<u>2,420</u>	<u>10,821</u>
TOTAL LIABILITIES	2,420	10,821
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 3,861,710</u></u>	<u><u>\$ 4,627,699</u></u>

See accompanying notes

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2022 AND 2021

Page 7

	<u>2022</u>	<u>2021</u>
ADDITIONS TO NET ASSETS ATTRIBUTED TO:		
INVESTMENT INCOME (note 5)		
Net appreciation in fair value of investments	\$ (892,236)	\$ 369,352
Interest and dividends	83,128	91,564
	<u>(809,108)</u>	<u>460,916</u>
Interest income on notes receivable from participants	482	835
CONTRIBUTIONS		
Participants	443,183	392,624
Employer	253,500	217,037
Rollover	2,747	52,907
	<u>699,430</u>	<u>662,568</u>
TOTAL ADDITIONS	(109,196)	1,124,319
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefits paid to participants	626,093	198,572
Administration fees (note 3)	30,700	29,450
	<u>656,793</u>	<u>228,022</u>
TOTAL DEDUCTIONS	656,793	228,022
NET INCREASE/(DECREASE)	(765,989)	896,297
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	4,627,699	3,731,402
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	<u>\$ 3,861,710</u>	<u>\$ 4,627,699</u>

See accompanying notes

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 8

NOTE 1 DESCRIPTION OF PLAN

The following description of Synergy Specialists Medical Group 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

GENERAL

The Plan is a single employer, defined contribution plan under section 401(k) of the Internal Revenue Code, established in 2006. The Plan is sponsored by Synergy Orthopedic Specialists, Inc. (the "Company"). For participant contributions employees are eligible to participate and enroll in the Plan if they are at least 21 years of age and have completed three consecutive months of service. For employer matching and discretionary contributions, employees are eligible to participate if they are at least 21 years of age and have completed one year of service. Certain employees are not eligible to participate in the Plan including employees covered by a collective bargaining agreement and nonresident aliens who received no U.S. sourced income. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

CONTRIBUTIONS

Contributions to the Plan are as follows:

- 1) Participants may contribute any amount of their gross wages to the Plan, up to the Internal Revenue Service annual maximum limit of \$20,500 and \$19,500 (\$27,000 and \$26,000 for participants age 50 or older) for 2022 and 2021, respectively. Participants may rollover or transfer amounts from other plans. Roth deferrals are permitted under this Plan.
- 2) The Company makes safe harbor matching contributions equal to 100% of the deferral contributions, up to a maximum of 4% of the participant's eligible compensation, determined each payroll period.
- 3) Additionally, the Plan allows the Company to make discretionary employer contributions allocated pro-rata to qualifying participants, as defined, based on their compensation to total compensation. During the year ended December 31, 2022 and 2021, the Company made no such contributions.

PARTICIPANT ACCOUNTS

Each participant's account is credited with their contribution, and an allocation of the Company's contributions (subject to vesting), if any, and the Plan earnings. Allocations are based on participant earnings or account balances, as defined in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 9

INVESTMENT OPTIONS

Upon enrollment into the Plan, participants may direct their participant accounts to any or all of the investment options offered by the Plan. Subsequently, participants may change their allocations and transfer account balances among the investment options offered by the Plan. All earnings and losses on the directed investments are credited directly to the participants' accounts. Participants may also have self-directed accounts to invest in securities, outside of the fund's lineup. As of December 31, 2022 and 2021, the amount of funds in these self-directed accounts were \$52,139 and \$79,551, respectively.

VESTING

Participants are immediately vested in their contributions plus actual earnings thereon. Participants are 100% vested in the Company's safe harbor matching contribution portion as received. Participants are vested in discretionary employer contributions and any related earnings or losses as follows:

<u>Years of Service</u>	<u>Vested Interest</u>
1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

PAYMENT OF BENEFITS

The current value of a participant's account(s) may be withdrawn to provide benefits in accordance with the terms of the Plan document. The withdrawal may be taken as a lump-sum payment or an alternate form of payment, if permitted under the Plan, at the time of distribution.

For purposes of determining whether or not a withdrawal is being used to provide benefits in accordance with the Plan document, the term "benefits" is limited to amounts becoming payable to the participant due to:

- (A) Termination of Employment
- (B) Retirement
- (C) Disability
- (D) Death
- (E) Hardship
- (F) In Service Distributions after 59.5 Years of Age

As defined in the plan document.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 10

In the event of a mandatory distribution greater than \$1,000, but no more than \$5,000, in accordance with the payment provisions of the Plan, if the participant does not elect to have such distributions paid directly to an eligible retirement plan specified by the participant in a direct rollover or to receive the distribution directly under any form of payment allowed under the Plan, then the distribution will be paid in a direct rollover to an individual retirement plan designated by the plan administrator. Mandatory distributions of \$1,000 or less will be paid in cash as directed by the plan administrator, unless the Participant elects a direct rollover or elects to receive the distribution under another form permitted by the Plan.

NOTES RECEIVABLE FROM PARTICIPANTS

Plan loans to participants who have an account under the Plan are available. The loans are secured by the participant's vested account balance in the Plan and may not exceed 50% of the vested account balance or \$50,000, whichever is less. The smallest amount available for withdrawal is \$1,000. Participant loans bear interest at a rate of 2% in excess of the prime lending rate. Principal and interest on loans are paid regularly through payroll deductions. Outstanding loans become due and payable upon a participant's termination of employment with the Company.

FORFEITED ACCOUNTS

At December 31, 2022 and 2021, forfeited vested accounts totaled \$1,437 and \$11,492, respectively and are held in the money market account included in investments on the statement of net assets available for benefits. In the event that non-vested accounts are forfeited, such amounts are used to reduce employer contributions and administrative fees. Forfeitures reallocated during 2022 and 2021, totaled \$0.

NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting - The accompanying financial statements have been prepared using the accrual method in conformity with generally accepted accounting principles (GAAP) in the United States of America.

Use of estimates - The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Investments valuation and income recognition – Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on an accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation/(depreciation) includes the plan's gains and losses on investments bought and sold as well as held during the year.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 11

Fair value measurement - The Plan follows accounting standards consistent with the Financial Accounting Standards Board Codification which defines fair value, establishes a framework for measuring fair value and enhances disclosures about fair value measurements for all financial assets and liabilities.

Notes receivable from participants - Loans to participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Interest is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2022 and 2021, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment on the terms of plan.

Payment of benefits - Benefits are recorded when paid.

Income taxes - The Plan is tax exempt under the Internal Revenue Code Section 401(a) and consequently pays no income tax.

The Company has adopted a prototype plan that relies upon the prototype plan's opinion letter from the Internal Revenue Service, dated March 2014, which stated that the Plan and related trust are in compliance with the applicable requirements of the Internal Revenue Code (IRC). Therefore, no provisions for income taxes have been included in the Plan's financial statements. Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

The Plan follows accounting standards for uncertainty in income taxes recognized in the Plan's financial statements and prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. It also provides guidance on derecognition and measurement of a tax position taken or to be taken in a tax return. As of December 31, 2022 and 2021, the Plan has not accrued interest or penalties related to uncertain tax positions.

NOTE 3 ADMINISTRATIVE EXPENSES

A portion of the administrative expenses of the Plan were paid by the Company. These expenses include, but are not limited to, custodian, trustee, legal and accounting expenses. A participant's account balance will be charged with certain fees and expenses which are usually loan-related and distribution-related. Certain investment-related expenses are included as a reduction of investment return and are not separately reflected. Amounts totaling \$30,700 and \$29,450, were paid directly by the Plan for asset fees, benefits paid to participants and participant loan fees for the years ended December 31, 2022 and 2021, respectively. Fees for the administration of notes receivable from participants are included in administrative expenses and charged directly to the participant's account.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 12

NOTE 4 PLAN TERMINATION

Although it has not expressed any intent to do so, the Company may terminate the Plan at any time with respect to all participants by the adoption of an appropriate resolution by its owners. In the event of complete termination of the Plan, the rights of all participants in their account balances accrued to the date of the termination are fully vested and not subject to forfeiture.

NOTE 5 INFORMATION PREPARED AND CERTIFIED BY PLAN TRUSTEE

The Company has obtained certification from Fidelity Management Trust Company ("Fidelity"), the trustee of the Plan, that all of the information provided to the Company by Fidelity is complete and accurate. Fidelity certification applies to substantially all of the Plan's investment assets, transactions, and supplemental schedules. Fidelity reports such information primarily on a cash basis while the accompanying financial statements and supplemental schedules are presented on the accrual basis. Therefore, certain amounts reflected in the financial statements and supplemental schedules may differ from the information certified by Fidelity.

The following is information prepared and certified by Fidelity Management Trust Company:

	2022	2021
Notes receivable from participants	\$ 8,726	\$ 4,664
	<u>2022</u>	<u>2021</u>
Investments:		
Mutual funds	\$ 3,731,088	\$ 4,439,123
Money market funds	75,520	57,975
Common stock	9,027	56,372
	<u>\$ 3,815,635</u>	<u>\$ 4,553,470</u>
Investment income:		
Net appreciation in fair value of investments	\$ (892,236)	\$ 369,352
Interest and dividends	83,128	91,564
	<u>\$ (809,108)</u>	<u>\$ 460,916</u>

During 2022 and 2021, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the years) appreciated in value by (\$892,236) and \$369,352, respectively.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 13

NOTE 6 FAIR VALUE MEASUREMENT

The Plan follows the methods of fair value measurement to value its financial assets and liabilities. Fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In order to increase consistency and comparability in fair value measurements, a fair value hierarchy that prioritizes observable and unobservable inputs used to measure fair value into three broad levels has been established, which are described below:

Level 1: Quoted prices (unadjusted) in active markets that are accessible at the measurement date for identical assets or liabilities. The fair value hierarchy gives the highest priority to Level 1 inputs.

Level 2: Observable inputs other than Level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in inactive markets; or model-derived valuations in which all significant inputs are observable or can be derived principally from or corroborated with observable market data.

Level 3: Unobservable inputs are used when little or no market data is available. The fair value hierarchy gives the lowest priority to Level 3 inputs.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 3 inputs are used only when Level 1 or Level 2 inputs are not available.

Corporate stocks: Valued at the closing price reported on the active market on which the individual securities are traded and classified as Level 1 investments.

Mutual Funds: Mutual fund shares are valued at quoted market prices in an exchange and active market, which represent the net asset values held by the Plan at year end and are classified as Level 1 investments.

Money Market Fund: Money market funds are the only financial instrument that is measured and recorded at fair value on the Company's balance sheet, and they are classified as Level 1 investments.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There are no plan assets requiring the use of level 3 inputs for the years presented and there were no changes in the methods used to measure fair value at December 31, 2022 and 2021.

The Plan's policy is to recognize transfers of investments into and out of Level 3 as of the date of the event or changes in circumstances that caused the transfer. For the year ended December 31, 2022, there were no significant transfers of investments into or out of Level 3.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 14

Financial assets carried at fair value are classified below in one of the three categories described above.

The table below presents the balances of assets measured at fair value at December 31, 2022 on a recurring basis:

	Level 1	Level 2	Level 3	Total
Assets				
Mutual funds	\$ 3,731,088	\$ -	\$ -	\$ 3,731,088
Common stock	9,027	-	-	9,027
Money market funds	75,520	-	-	75,520
	<u>\$ 3,815,635</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 3,815,635</u>

The table below presents the balances of assets measured at fair value at December 31, 2021 on a recurring basis:

	Level 1	Level 2	Level 3	Total
Assets				
Mutual funds	\$ 4,439,123	\$ -	\$ -	\$ 4,439,123
Common stock	56,372	-	-	56,372
Money market funds	57,975	-	-	57,975
	<u>\$ 4,553,470</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 4,553,470</u>

NOTE 7 RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants account balances and the amounts reported in the statements of net assets available for benefits.

NOTE 8 PARTY IN INTEREST

Certain Plan investments are managed by Fidelity Investments Inc., the trustee of the Plan, which qualifies these transactions as party-in-interest transactions. Administrative fees incurred by the Plan to Fidelity totaled \$30,700 and \$29,450 for the year ended December 31, 2022 and 2021, respectively. The Company also pays certain administrative fees of the Plan, which are not reimbursed. In addition, the Company provides administrative services to the Plan at no cost to the Plan.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 15

NOTE 9 SELF-CORRECTION OF OPERATIONAL FAILURES

During 2022, vesting was incorrectly applied to several participants' distributions that should have been fully vested. The amount due to these participants is \$416. The Company and the plan administrator are in the process of correcting this issue under the IRS Employee Plans Compliance Resolution System's Self-Correction Program during 2023.

During 2021, vesting was incorrectly applied to several participants' distributions that should have been fully vested. Also, several employees received a full distribution of funds that were not fully vested. The net remaining distribution due to these participants totaled \$10,566. The Company and the plan administrator were in the process of correcting this issue under the IRS Employee Plans Compliance Resolution System's Self-Correction Program during 2022. As of December 31, 2022, all but \$523 had been distributed to the participants who had been fully vested. For the employees who received a full distribution of funds that were not fully vested, this has not yet been corrected. The Company is expected to contribute funds of \$1,858 to the plan in 2024 to cover this error.

NOTE 10 NONEXEMPT PROHIBITED TRANSACTIONS

During the years ending December 31, 2022 and 2021, the Company identified nonexempt prohibited transactions relating to participants' contributions and loan repayments not being remitted to the Plan timely. The Company is currently addressing the issue under the IRS Employee Plans Compliance Resolution System's Self-Correction Program.

NOTE 11 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500:

	2022	2021
Net assets available for benefits per the financial statements	\$ 3,861,710	\$ 4,627,699
Benefits due to participants	-	10,566
Excess contributions payable	-	255
Net assets available for benefits per Form 5500	<u>\$ 3,861,710</u>	<u>\$ 4,638,520</u>

The following is a reconciliation of total additions per the financial statements to Form 5500:

	2022	2021
Total Contributions per the financial statements	\$ 699,430	\$ 662,568
Excess contributions payable	-	255
Total contributions per Form 5500	<u>\$ 699,430</u>	<u>\$ 662,823</u>

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
NOTES TO THE FINANCIAL STATEMENTS
DECEMBER 31, 2022 AND 2021

Page 16

The following is a reconciliation of benefits paid to participants per the financial statements to Form 5500:

	<u>2022</u>	<u>2021</u>
Benefits paid to participants per the financial statements	626,093	198,572
Benefits due to participants	-	(10,566)
Benefits paid to participants	<u>10,821</u>	<u>-</u>
Total distributions per Form 5500	<u>\$ 636,914</u>	<u>\$ 188,006</u>

NOTE 12 SUBSEQUENT EVENTS

Management has evaluated subsequent events through March 31, 2024, the date on which the financial statements were available to be issued. There were no material subsequent events which affected the amounts or disclosures in the financial statements.

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF YEAR)
DECEMBER 31, 2022

Page 17

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par of maturity value	(d) Cost	(e) Current value
*	Fidelity Freedom Index 2030 Fund	Mutual fund	**	\$ 720,598
*	Fidelity Freedom Index 2045 Fund	Mutual fund	**	507,823
*	Fidelity Freedom Index 2025 Fund	Mutual fund	**	461,533
*	Fidelity Freedom Index 2050 Fund	Mutual fund	**	428,257
*	Fidelity Freedom Index 2035 Fund	Mutual fund	**	414,235
*	Fidelity Freedom Index 2020 Fund	Mutual fund	**	276,142
*	Fidelity Large Cap Gr Index	Mutual fund	**	206,770
*	Fidelity Freedom Index 2055 Fund	Mutual fund	**	205,651
*	Fidelity Freedom Index 2040 Fund	Mutual fund	**	173,089
*	Fidelity 500 Index	Mutual fund	**	109,086
*	Fidelity Freedom Index 2060 Fund	Mutual fund	**	76,680
*	Fidelity Government Money Market K6	Money market fund	**	50,773
*	Fidelity Large Cap Val Index	Mutual fund	**	38,863
*	BrokerageLink - Self directed	Money market fund	**	24,747
*	BrokerageLink - Self directed	Mutual fund	**	18,365
*	Fidelity International Index	Mutual fund	**	16,489
*	Fidelity Freedom Index 2065 Fund	Mutual fund	**	13,461
*	Fidelity Mid Cap Index	Mutual fund	**	11,876
*	Fidelity Small Cap Index	Mutual fund	**	11,068
*	Fidelity Freedom Index 2015 Fund	Mutual fund	**	10,978
*	BrokerageLink - Self directed	Common stock	**	9,027
*	Fidelity US Bond Index	Mutual fund	**	8,793
*	Fidelity Emerging Markets Index	Mutual fund	**	8,036

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF YEAR)
DECEMBER 31, 2022

Page 18

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par of maturity value	(d) Cost	(e) Current value
*	Fidelity Freedom Index 2030 Fund	Mutual fund	**	\$ 720,598
*	PIMCO Income Inst	Mutual fund	**	6,667
*	Fidelity Real Estate	Mutual fund	**	5,216
*	Fidelity Short Term Bond Index	Mutual fund	**	1,367
*	Fidelity Freedom Index 2010 Fund	Mutual fund	**	45
				<u>\$ 3,815,635</u>

* Indicates an identified person know to be a party-in-interest to the Plan

** Cost has been omitted as Fundestment is participant directed.

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF YEAR)
DECEMBER 31, 2022

Page 19

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

		(c) Description of investment including maturity date, rate of interest, collateral, par of maturity value	(d) Cost	(e) Current value
(a)	(b) Identity of issuer, borrower, lessor, or similar party			
*	Notes receivable from participants	Various maturity dates Interest rates from 5.25% to 5.50%	**	\$ <u>8,726</u>

* Indicates an identified person know to be a party-in-interest to the Plan

** Cost has been omitted as investment is participant directed.

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
DECEMBER 31, 2022

Page 20

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

	Participant contributions transferred late to the plan	Total that Constitute Nonexempt Prohibited Transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
Plan year end 12/31/2022	\$ 12,264	\$ 12,264	\$ -	\$ -	\$ -
Plan year end 12/31/2021	101,171	85,925	15,246	-	-
	<u>\$ 113,435</u>	<u>\$ 98,189</u>	<u>\$ 15,246</u>	<u>\$ -</u>	<u>\$ -</u>

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
DECEMBER 31, 2022

Page 20

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

	Participant contributions transferred late to the plan	Total that Constitute Nonexempt Prohibited Transactions			Total fully corrected under VFCP and PTE 2002-51
		Contributions not corrected	Contributions corrected outside VFCP	Contributions pending correction in VFCP	
Plan year end 12/31/2022	\$ 12,264	\$ 12,264	\$ -	\$ -	\$ -
Plan year end 12/31/2021	101,171	85,925	15,246	-	-
	<u>\$ 113,435</u>	<u>\$ 98,189</u>	<u>\$ 15,246</u>	<u>\$ -</u>	<u>\$ -</u>

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF YEAR)
DECEMBER 31, 2022

Page 17

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par of maturity value	(d) Cost	(e) Current value
*	Fidelity Freedom Index 2030 Fund	Mutual fund	**	\$ 720,598
*	Fidelity Freedom Index 2045 Fund	Mutual fund	**	507,823
*	Fidelity Freedom Index 2025 Fund	Mutual fund	**	461,533
*	Fidelity Freedom Index 2050 Fund	Mutual fund	**	428,257
*	Fidelity Freedom Index 2035 Fund	Mutual fund	**	414,235
*	Fidelity Freedom Index 2020 Fund	Mutual fund	**	276,142
*	Fidelity Large Cap Gr Index	Mutual fund	**	206,770
*	Fidelity Freedom Index 2055 Fund	Mutual fund	**	205,651
*	Fidelity Freedom Index 2040 Fund	Mutual fund	**	173,089
*	Fidelity 500 Index	Mutual fund	**	109,086
*	Fidelity Freedom Index 2060 Fund	Mutual fund	**	76,680
*	Fidelity Government Money Market K6	Money market fund	**	50,773
*	Fidelity Large Cap Val Index	Mutual fund	**	38,863
*	BrokerageLink - Self directed	Money market fund	**	24,747
*	BrokerageLink - Self directed	Mutual fund	**	18,365
*	Fidelity International Index	Mutual fund	**	16,489
*	Fidelity Freedom Index 2065 Fund	Mutual fund	**	13,461
*	Fidelity Mid Cap Index	Mutual fund	**	11,876
*	Fidelity Small Cap Index	Mutual fund	**	11,068
*	Fidelity Freedom Index 2015 Fund	Mutual fund	**	10,978
*	BrokerageLink - Self directed	Common stock	**	9,027
*	Fidelity US Bond Index	Mutual fund	**	8,793
*	Fidelity Emerging Markets Index	Mutual fund	**	8,036

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF YEAR)
DECEMBER 31, 2022

Page 18

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par of maturity value	(d) Cost	(e) Current value
*	Fidelity Freedom Index 2030 Fund	Mutual fund	**	\$ 720,598
*	PIMCO Income Inst	Mutual fund	**	6,667
*	Fidelity Real Estate	Mutual fund	**	5,216
*	Fidelity Short Term Bond Index	Mutual fund	**	1,367
*	Fidelity Freedom Index 2010 Fund	Mutual fund	**	45
				<u>\$ 3,815,635</u>

* Indicates an identified person known to be a party-in-interest to the Plan

** Cost has been omitted as Fundestment is participant directed.

See accompanying independent auditor's report

SYNERGY SPECIALISTS MEDICAL GROUP 401(K) PLAN
REQUIRED SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT THE END OF YEAR)
DECEMBER 31, 2022

Page 19

Plan Sponsor's EIN: 45-5215138

Plan Number: 001

		(c) Description of investment including maturity date, rate of interest, collateral, par of maturity value	(d) Cost	(e) Current value
(a)	(b) Identity of issuer, borrower, lessor, or similar party			
*	Notes receivable from participants	Various maturity dates Interest rates from 5.25% to 5.50%	**	\$ <u>8,726</u>

* Indicates an identified person know to be a party-in-interest to the Plan

** Cost has been omitted as investment is participant directed.

See accompanying independent auditor's report